

PARTICIPATION OF VOLUNTEERS AND STUDENTS

QUALITY AREA 4 | ELAA VERSION 1.2



PURPOSE

This policy will provide guidelines for the engagement and participation of volunteers and students at St Mary's Pre-School, while ensuring that children's health, safety and wellbeing is protected at all times.



POLICY STATEMENT

VALUES

St Mary's Pre-School is committed to:

- supporting connections with educational institutions to provide opportunities for students to undertake practicum placements as part of their studies
- building relationships with community members and providing suitable opportunities to engage volunteers to contribute to the programs and activities of the service
- ensuring the health, safety and wellbeing of each child at the service through consistent compliance with this policy and procedures when engaging volunteers and students.

SCOPE

This policy applies to the approved provider, persons with management or control, nominated supervisor, persons in day-to-day charge, early childhood teachers, educators, staff, students, volunteers, parents/guardians, children, and others attending the programs and activities of St Mary's Pre-School, including during offsite excursions and activities.

RESPONSIBILITIES	Approved provider and persons with management or control	Nominated supervisor and persons in day-to-day charge	Early childhood teacher, educators and all other staff	Parents/guardians	Contractors, volunteers and students
R indicates legislation requirement, and should not be deleted					
Developing guidelines for accepting applications from volunteers and students to work at the service in consultation with the nominated supervisor, ECT and educators and which are aligned with the <i>Child Safe Environment and Wellbeing Policy</i>	√	√	√		

Accepting or rejecting a potential volunteer or student based on the circumstances of the service at the time, in consultation with the nominated supervisor	√	√			
Obtaining a valid WWC Check (<i>refer to Definitions</i>) and providing details to the service prior to commencement					√
Checking the status of the Working with Children (WWC) Clearance (<i>refer to Definitions</i>) of volunteers and students where required, and ensuring that the details, including identification number and expiry date are recorded in the staff record	R	√			
Ensuring that the identifying number and the expiry date of a students or volunteers' current teacher registration is recorded in the staff record	R	√			
Ensuring that the staff record contains the full name, address and date of birth of volunteers and students attending the service (<i>Regulations 145, 149(1)</i>).	R	√			
Requesting additional information on the staff records such as emergency contact/next of kin and medical conditions	√	√			
Keeping a record for each day on which each student or volunteer participates with the date and the hours of participation (<i>Regulation 149(2)</i>)	R	√			
Ensuring that volunteers, students and parents/guardians are adequately supervised at all times, and that the health, safety and wellbeing of children at the service is protected (<i>National Law, Section: 167</i>)	R	√	√		
Following the directions of staff at the service at all times to ensure that the health, safety and wellbeing of children is protected.				√	√
Ensuring volunteers and students on placement at the service are not affected by alcohol or drugs (including prescription medication) that would impair their capacity to supervise or provide education and care to children (<i>Regulation 83</i>) (<i>refer to Tobacco, Alcohol and other Drugs Policy</i>)	R	√	√	√	√
Providing volunteers, students and parents/guardians with access to all service policies and procedures (<i>Regulation 171</i>), and access to the <i>Education and Care Services National Regulations 2011 and Education and Care Services National Law (Regulation 185)</i>	R	√			
Ensuring that volunteers, students and parents/guardians comply with the <i>Education and Care Services National Regulations 2011 and Education and Care Services National Law</i> and all service policies and procedures (<i>Regulations 170</i>)	R	√	√	√	√
Complying with the requirements of the <i>Education and Care Services National Regulations 2011, Education and Care Services National Law (Regulation 185)</i> and with all service policies and procedures, including the <i>Code of Conduct Policy, Child Safe Environment and Wellbeing Policy, Interactions with Children and Privacy and Confidentiality Policy</i> while attending the service				√	√

Ensuring that volunteers, students and parents/guardians are aware of how to comply with child protection law and Child Safe Standards obligations	R	√		√	
Ensuring volunteers, students and parents/guardians can identify children with medical conditions, the child's medical management plan and the location of the child's medication <i>(Regulations 90, 168(2)(d), 170, 171)</i>	R	√	√		
Informing volunteers, students and parents/guardians of the services <i>Dealing with Medical Conditions Policy (Regulations 90, 168(2)(d), 170, 171)</i>	R	√			
Informing volunteers, students and parents/guardians of the services emergency and evacuation procedures <i>(Regulations 97, 168 (2)(e))</i>	R	√	√		
Developing an induction checklist for volunteers and students attending the service <i>(refer to Attachment 1)</i> in consultation with the nominated supervisor and educators.	R	√	√		
Ensuring that volunteers and students have completed the induction checklist <i>(refer to Attachment 1)</i> and have been provided with a copy of the staff handbook, if applicable.	R	√	√		√
Developing a range of strategies to enable and encourage the participation and involvement of parents/guardians at the service	√	√			

BACKGROUND AND LEGISLATION



BACKGROUND

Students may participate in programs and activities at the service from time to time including observing and experiencing the provision of centre-based education and care. This will be encouraged and facilitated by St Mary's Pre-School wherever appropriate and possible.

St Mary's Pre-School values the participation of parents/guardians and other family members, and the voluntary contribution they make to the education and care of their own and other children. "In genuine partnerships families and educators value each other's knowledge and roles, communicate freely and respectfully and engage in shared decision making" (Early Years Learning Framework – *refer to Sources*).

St Mary's Pre-School aims to provide a range of opportunities for family members, volunteers and students to participate in programs and activities while adhering to clear guidelines regarding appropriate interactions and communication with staff, and other adults and children at the service *(refer to Code of Conduct Policy)*.

The role that volunteers and students play in education and care services varies and can include working with groups of children, preparing materials or food, assisting with administrative tasks or working one-on-one with individual children. The service is responsible for ensuring that volunteers and students are suitable to work with children, and that children's health, safety and wellbeing is protected at all times.

Volunteers should only be engaged to complement, not replace, the work of paid staff. Accordingly, services should not engage volunteers to fill the place of an employee who is ill or on leave, or to fill a vacant budgeted position.

Volunteers must not be asked to perform tasks:

- that they are untrained, unqualified or too inexperienced to undertake
- that put the children or themselves in a vulnerable or potentially unsafe situation
- where there is a conflict of interest.

Prior to participation at the service, a volunteer or student (aged 18 years or over) must be in possession of a Working with Children (WWC) Clearance (*refer to Definitions*).

Parents/guardians whose children usually attend the service are exempt from needing a WWC Check (*refer to Definitions*). However, a service may decide, as a demonstration of duty of care, that all parents/guardians who volunteer at the service are required to undergo a WWC Check (*refer to Definitions*).

In line with Child Safe Standards and the *Child Safe Environment and Wellbeing Policy*, prior to engaging a volunteer or student an assessment should be undertaken of the nature of the responsibility to determine whether a position description is required and based on that whether an interview and referee checks are required.

LEGISLATION AND STANDARDS

Relevant legislation and standards include but are not limited to:

- Child Safe Standards
- Education and Care Services National Law Act 2010
- Education and Care Services National Regulations 2011
- Equal Opportunity Act 2010 (Vic)
- Fair Work Act 2009 (Cth)
- National Quality Standard, Quality Area 4: Staffing Arrangements
- Occupational Health and Safety Act 2004 (Vic)
- Worker Screening Act 2020 (Vic)
- Worker Screening Regulation 2021 (Vic)



DEFINITIONS

The terms defined in this section relate specifically to this policy. For regularly used terms e.g. Approved provider, Nominated supervisor, Notifiable complaints, Serious incidents, Duty of care, etc. refer to the Definitions file of the PolicyWorks catalogue.

Child-related work: In relation to the WWC Check (*refer to Definitions*), child-related work includes work with children which may involve physical contact, face-to-face contact, oral, written or electronic communication.

Conflict of interest: (In relation to this policy) refers to an interest that may affect, or may appear reasonably likely to affect, the judgement or conduct of the volunteer, or may impair their independence or loyalty to the service. A conflict of interest can arise from avoiding personal losses as well as gaining personal advantage, whether financial or otherwise, and may not only involve the volunteer, but also their relatives, friends or business associates

Student: A person undertaking a practicum placement as part of a recognised early childhood qualification. This student will be supported by an educational institution in the completion of their placement.

Volunteer: A person or parent (who's child attends the service) who willingly undertakes defined activities to support the education and care programs at a service in an unpaid or honorary capacity. These activities may include child-related work (*refer to Definitions*), administrative tasks, or preparing materials or food.



SOURCES AND RELATED POLICIES

SOURCES

- Australian Children’s Education and Care Quality Authority (ACECQA): www.acecqa.gov.au
- The Early Years Learning Framework for Australia: Belonging, Being, Becoming: www.acecqa.gov.au
- A Guide for Creating a Child Safe Organisation (The Commission for Children and Young People) www.cryp.vic.gov.au
- Working with Children Check; www.service.vic.gov.au

RELATED POLICIES

- Child Safe Environment and Wellbeing
- Code of Conduct
- Compliments and Complaints
- Delivery and Collection of Children
- Determining Responsible Person
- Inclusion and Equity
- Interactions with Children
- Occupational Health and Safety
- Privacy and Confidentiality
- Staffing
- Supervision of Children

EVALUATION



In order to assess whether the values and purposes of the policy have been achieved, the approved provider will:

- check staff records on a regular basis to ensure details of students, volunteers and where appropriate parents/guardians are maintained in line with all legislative requirements as outlined in the policy
- regularly seek feedback from everyone affected by the policy regarding its effectiveness
- monitor the implementation, compliance, complaints and incidents in relation to this policy
- keep the policy up to date with current legislation, research, policy and best practice
- revise the policy and procedures as part of the service’s policy review cycle, or as required
- notifying all stakeholders affected by this policy at least 14 days before making any significant changes to this policy or its procedures, unless a lesser period is necessary due to risk (*Regulation 172 (2)*).



ATTACHMENTS

- Attachment 1: Sample induction checklist for volunteers and students
- Attachment 2: Volunteer Involvement at St Mary’s Pre-School

AUTHORISATION

This policy was adopted by the approved provider of St Mary’s Pre-School in October 2023

REVIEW DATE: October 2024



ATTACHMENT 1. SAMPLE INDUCTION CHECKLIST FOR VOLUNTEERS AND STUDENTS

Name: _____ Date: _____

To be completed by all volunteers and students participating at St Mary’s Pre-School and returned to the nominated supervisor prior to commencing at the service.

Volunteer/Student	Please tick
I have been given access to all the policies and procedures of St Mary’s Pre-School,	
I understand the content of service policies and procedures, including those relating to:	
<ul style="list-style-type: none"> • conduct while at the service (<i>Code of Conduct Policy</i>) 	
<ul style="list-style-type: none"> • emergency, evacuation, fire and safety, including locations of fire extinguishers and emergency exits (<i>Emergency and Evacuation Policy</i>) 	
<ul style="list-style-type: none"> • accidents at the service (<i>Incident, Injury, Trauma and Illness Policy</i>) 	
<ul style="list-style-type: none"> • dealing with medical conditions (<i>Dealing with Medical Conditions Policy, Asthma Policy, Anaphylaxis and Allergic Reactions Policy, Diabetes Policy, Epilepsy and Seizures Policy and Administration of Medication Policy</i>) 	
<ul style="list-style-type: none"> • good hygiene practices (<i>Hygiene Policy and Food Safety Policy</i>) 	
<ul style="list-style-type: none"> • dealing with infectious diseases (<i>Dealing with Infectious Diseases Policy</i>) 	
<ul style="list-style-type: none"> • first aid arrangements for children and adults, including the location of the nearest first aid kit (<i>Administration of First Aid Policy</i>) 	
<ul style="list-style-type: none"> • daily routines 	
<ul style="list-style-type: none"> • the importance of OHS and following safe work practices (<i>Occupational Health and Safety Policy</i>) 	
<ul style="list-style-type: none"> • interacting appropriately with children (<i>Interactions with Children Policy</i>) 	
<ul style="list-style-type: none"> • reporting of serious incidents and notifiable incidents at the service (<i>Incident, Injury, Trauma and Illness Policy, Compliments and Complaints Policy and Occupational Health and Safety Policy</i>) 	
<ul style="list-style-type: none"> • reporting hazards in the workplace (<i>Occupational Health and Safety Policy</i>) 	
<ul style="list-style-type: none"> • handling complaints and grievances (<i>Compliments and Complaints Policy</i>) 	
<ul style="list-style-type: none"> • child safety and wellbeing and child protection including how to respond to concerns (<i>Child Safe Environment and Wellbeing Policy</i>) 	
<ul style="list-style-type: none"> • privacy and confidentiality of information (<i>Privacy and Confidentiality Policy</i>) 	

Volunteer/Student	Please tick
I am aware of the non-smoking policy of the service and not be affected by alcohol or drugs (including prescription medication) that would impair my capacity to complete my tasks (<i>Tobacco, E-Cigarettes, Alcohol, and other Drugs Policy</i>)	
The expectations of my placement/engagement, my role and responsibilities (including attending to the requirements of children with additional needs) have been clearly explained to me by my supervisor	
I am aware that I am expected to participate in general tasks, including maintaining the environment in a clean, safe and tidy condition	

Volunteer or student name: _____

Signature: _____ Date: _____

Nominated Supervisor's name: _____

Signature: _____ Date: _____

ATTACHMENT 2. VOLUNTEER INVOLVEMENT AT ST MARY'S PRE-SCHOOL

St Mary's Pre-school Inc. is a community based non-profit pre-school that relies heavily on the support of volunteers. It is both managed and supported by volunteers from the parent body and local community. This assistance from volunteers helps the Centre meet the objective of providing affordable and high quality early childhood education.

Volunteers provide support at all levels within the pre-school;

- Management - The Management Committee is elected from the parent and community body at the AGM, held annually. The Committee manage the pre-school and are responsible for the finances, employing staff, organising fund raising activities, and developing policies.
- Financial - counting and banking money – completed by Management Committee members
- Fundraising – completed by Management Committee
- Social - organising and supporting social experiences for families – completed by Management Committee
- Education - sharing skills and interests with the children in the education program.
- Excursions - helping with special days, excursions, etc.
- Cleaning/Maintenance – washing/ironing, working bees helping with repairs to building, odd jobs, sewing etc.

RIGHTS AND RESPONSIBILITIES OF VOLUNTEERS

Volunteers have the right to:

- Protection (a safe environment)
- Be listened to
- Decide when and how long to be available
- Supervision and instruction
- A real piece of work or task
- Promotion and variety
- Negotiate the job, times and days
- Know what the job is before starting
- Have the right tools for the job
- Contribute to the decision making process

Volunteers have the responsibility to;

- Be conscientious
- Be punctual
- Be responsible for what they have agreed to do
- Be reliable
- Let the coordinator know if they are unable to work
- Maintain confidentiality
- Support other volunteers
- Be a team member
- Seek support when needed
- Know their own limitations (time, money, physical needs, family and friendships)

VOLUNTEER RECRUITMENT AND EMPLOYMENT

The role of Volunteers and the volunteer positions are explained in the Pre-school Information Book given to parents on enrolment and discussed at enrolment meetings. These positions are so advertised with notes sent home to families, signs and newsletters sent home.

- All parents, regardless of race, age, gender, education, etc. are free to volunteer for a role in the pre-school subject to signing a Volunteer/Student Declaration.
- Positions on the Management Committee are elected from the parent body and community by the parent body at the Annual General Meeting held in November each year. Members of the Management Committee are required to give permission to have a criminal check conducted on them. This information remains strictly confidential.
- Volunteers are to be supervised and supported by paid staff at all times.
- If a Volunteer has difficulty completing set tasks an alternative position is to be offered.

SUPPORTING, MONITORING, EVALUATION AND RECOGNITION

- The Management Committee Nominated Supervisor are responsible for supporting the Volunteer staff.

- The Nominated Supervisor may delegate this responsibility to other paid members of staff, depending on the voluntary role.
- Volunteers are to be supervised and supported by paid staff at all times.
- It is the paid staff's responsibility to train volunteers adequately until they feel confident with the task and volunteers are encouraged to ask for support as required.
- Paid staff members are to ensure that volunteer's feel supported and valued with regular verbal thanks and discussion of value of role.
- The retention of volunteers in differing roles is also to be considered when evaluating the Volunteer Program.
- The Management Committee members will receive a Thank You card, a certificate acknowledging their role and a small gift.